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Community Conversations

Cloud ERP Strategy in Action: Voices from SAP Customer Leaders

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Today's Agenda

- Welcome
- Speaker Introductions
- Presentation
- Community Q&A
- Opportunities to Connect

Today's Panelists

Amy Abner
Orange County Public Schools | Senior Director, IT |

Cindy Seaburn / Sukhbir Singh
Duval County Public Schools | SAP Application Architect, Security |

Rich Sands
South FL Water Mgmt District | SAP Administrator |

Jamal Qureshi
University of Toronto | SAP Solutions Architect |

Stephanie Bloyd
Purdue University | Lead Cross-Functional IT Business Analyst |

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Panelists share...

Amy Abner
Orange County Public Schools | Senior Director, IT | **Discovery phase for S/4**

Cindy Seaburn / Sukhbir Singh
Duval County Public Schools | SAP Application Architect, Security |
S/4 on RISE complete; Work Zone go-live in April

Rich Sands
South FL Water Mgmt District | SAP Administrator | S/4 on RISE complete

Jamal Qureshi
University of Toronto | SAP Solutions Architect | S/4 and SuccessFactors complete

Stephanie Bloyd
Purdue University | Lead Cross-Functional IT Business Analyst | Transformation
Completed

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Professional Summary

- 28 years of SAP Basis
- 19 years at OCPS – 12 as a consultant
- Oversee 4 Teams:
  - SAP Basis/Security (2) - Security, monitoring, tuning, patching, database administration, backup/recovery, DR
  - SAP Development (4) - Development needs of our 9 SAP Business Analysts that represent the following areas – Budget, Finance, Facilities, Human Resources (2), Operations (2), Payroll, Risk
  - Data Management (3) – Data warehouse, reporting, workflow automation
  - Web Services (3) – Sharepoint, .Net applications, Power Apps
  - (*)Number of staff

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OCPS Stats

- 8th largest district in the nation
- ~210,000 students
- 25,000+ employees
- 210 schools
- ~$6.1 billion budget (2024-2025 fiscal year)

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OCPS SAP Journey

- 1999 - SAP Initial Implementation

- 2011 - SRM Implementation

- 2015 - Went out for RFP to replace

- 2020 - SAP Modernization (Account Code Restructure)

- Dec 2025 - ARIBA Buying an Invoicing

- Present Day - ARIBA Sourcing, Contracts, SLP, Spend Analysis and Risk

- Sept/Oct 2026 - Begin HANA Migration

- Dec 2027 - HANA Go-live

OCPS SAP Current Landscape

- 4 Tier on Prem - Sandbox, Dev, QA, Prod:
  - ECC 6.0 EHP8 (27 servers)
  - SAP Portal 7.5 (15 servers)
- 2 Tier in Cloud - QA and Prod:
  - ARIBA Buying and Invoicing

OCPS SAP Final Landscape

- 3 Tier in RISE Private Cloud- Dev, QA, Prod:
  - S/4 HANA
  - Work Zone
- 2 Tier in Cloud - QA and Prod:
  - ARIBA - Buying and Invoicing, Sourcing, Contracts, SLP, Spend Analysis and Risk

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OCPS Experiences/Lessons Learned

- Implementation "Partners" – we've tried two approaches:
  - Business Units hire own Consultants
  - Directly with SAP

- You will only be as good as your testing.

- Ariba Specifics:
  - 6 weeks worth of workshops 4 full days each week
  - Get TRR's – Trading Relationship Request sent to Suppliers ASAP.
  - Stay standard but not for approval workflows

OCPS Experiences/Lessons Learned

HANA Specifics:

- Wanted to stay on prem but price difference forced the cloud

- Tech upgrade for ECC, portal to Work Zone will be the major change

- Pre-Work to get a ROM is SUBSTANTIAL!
    - 30 Action Items – each multi step
    - 140 Notes
    - Readiness Check
    - ABAP Test Cockpit (ATC)

Where We Are...

- Running S/4 in private cloud on RISE with SAP
  - 1999 R/3, multiple upgrades until S/4 in February 2024
- Implementing SuccessFactors, SF Work Zone, and SAP Analytics Cloud – April 2026
  - Core HR will move to SF Employee Central; Payroll to remain in S/4
- Moving current Fiori apps off Launchpad and onto Work Zone
  - Current apps are HR based; will bring in FI apps following move

Technical Specs & Security

Old ECC6.0 EhP8 Environment

- Windows OS
- SQL Server db 1.3TB
- Portal – intranet & internet
- Virus scanner
- 200+ Locations

New S/4HANA Environment

- SAP RISE on Azure
- S/4HANA 2021 – PCE
  - Upgrade to S/4HANA 2025 – 3rd Qtr 2026
- Hana db
- Linux OS – Linux GNU SLES-12 x86_64 cc8.2.1 use-pr230818)
- Roles go through standard migration process
- Enhance with S/4 changes – new t-code, new auth objects, change in auth values
- Roles are still assigned to employee positions
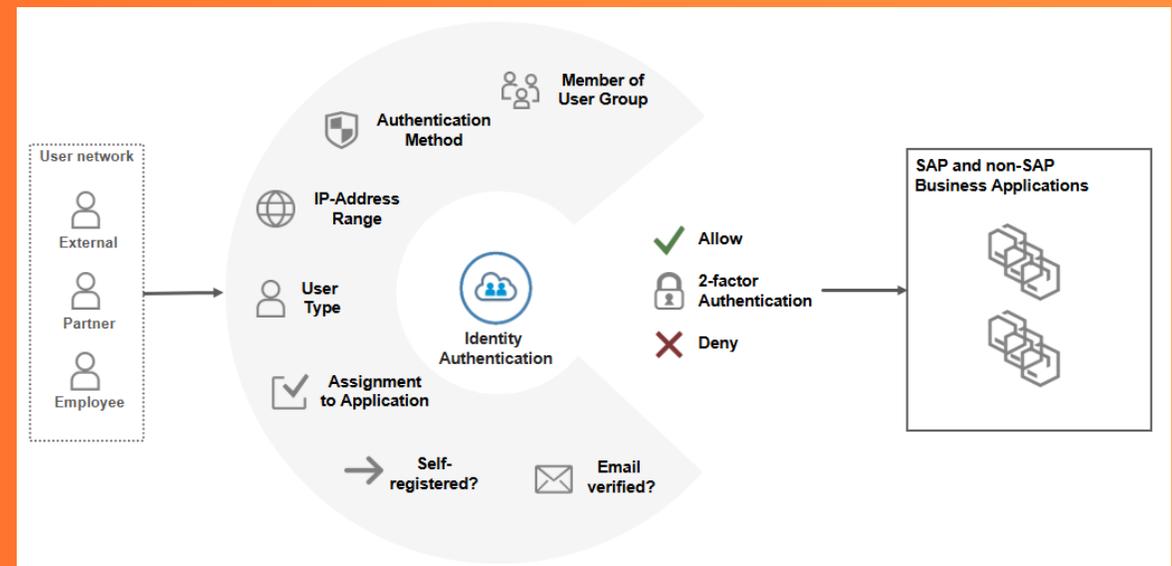
Security Changes for Work Zone
Authentication – Conditional vs. Risk-Based
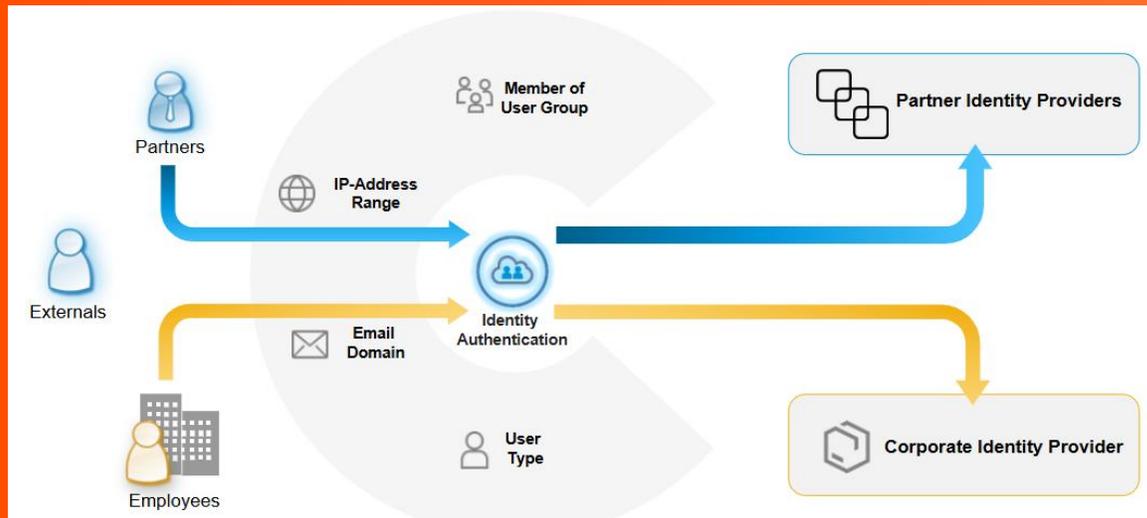
Delegated authentication towards multiple identity providers
Conditional authentication

SAP Cloud Identity Services - Identity Authentication
Risk based authentication - control access to the applications

South Florida Water Management District Business Environment

$2.3 Billion Annual Budget ~ 1472 full time employees supported by many contractors as needed

Responsibilities: Restoration, Flood Control and Water Supply for South Florida basin from Orlando to Key West

Head Quartered in West Palm Beach with eight (8) field stations and service centers throughout the basin

(Think: Large Capital Construction, widespread maintenance operations, environmental restoration, science and regulatory permitting)

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SFWMD SAP Historical Timeline & Configuration I

Initial on-premise implementation over 20 years ago

Phase 1 – ERP Foundation

Financial Accounting (FI), Controlling (CO), Grants (GR) & Human Resources (HCM)

(Establishing enterprise-wide financial control, payroll integration, and standardized reporting)

Phase 2 – Operational Expansion

Materials Management (MM), Project System (PS)

(Integrated procurement, inventory, and capital project execution into core financial controls)

SFWMD SAP Historical Timeline & Configuration II

Phase 3 – Asset & Maintenance Integration

Plant Maintenance (PM)

(Enabled lifecycle management of pumps, canals, gates, and fleet assets with direct financial integration.)

Phase 4 – Optimization & Governance

Security role refinement, Workflow enhancements,
Reporting standardization & Cross-module integration improvements

(Efficiency and automation of large part of business processes – Earned Value &PM Work Order/PS Network Activity example)

Middle Years - 14 Years

Business Process Enhancements & Automation Constantly

SAP HR HCM ECC – Was always our Achillies Heal

Initial Success Factors Attempt ✖

On-Premise SAP S/4HANA upgrade five years ago ✔

UGK Implementation Attempt ✖ *(position management inability)*

"Tank Configuration" & The Massive HR HCM configuration upgrade

Hardware entrapment – OS RELL Version

The Moment of Truth - Upgrades Positioned Us for Three Options

Option 1: H4S4

Option 2: SAP S/4HANA On Premise & Full Success   Factors

✓ Option 3: SAP RISE Private Cloud Lift/Upgrade Version Business Modules & Shift HR HCM to Employee Central

Kick Off 1 April 26 and finish by EOY

Key Lessons

1. Operational Support ≠ Upgrade Expertise

Steady-state HR support skills differ from structural upgrade execution capability.

2. OM Expertise Is Critical

Organizational Management depth is required to validate hierarchy integrity and integration points.

3. Strategic Use of Experienced Resources Reduces Risk

Engaging an experienced HR upgrade consultant mitigated structural, payroll, and authorization risk in a position-managed environment.

Speaker Introduction

Stephanie Bloyd, Lead Cross-Functional IT Business Analyst

- Primarily responsible for:
  - Integrations between SAP systems – SuccessFactors, ECP, and S4
  - Integration with downstream systems (Ariba, Concur, etc.)
  - Internal system integrations with SAP
  - Vendor integrations with SAP

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Business Process Re-Engineering Timeline

2015 – Selection of Epi-Use as our implementation partner due primarily their ability to identify solutions for our complex financial processes

2016 – Project Kickoff

October 2017 - Enterprise Asset Management Implementation

    - PPM

    - Plant Maintenance

July 2018 – Finance Implemenation

    – S4 Implementation

    - Accounting Structure Redesign Go-Live;

    - Payroll in S4

January 2019 – HCM Go-Live

    - Recruiting

    - Onboarding 1.0

    - Employee Central

    - Employee Central Payroll

    - Performance & Goals

    - Learning Management

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Business Process Re-Engineering Timeline

Enterprise Asset Management

Prep, Build & Unit Test	Formal Test Cycles	End User Training	Cutover & GO-LIVE

April 2017 — Oct 2017

Finance/General Ledger – S/4HANA Release 1610

Preparation & Blueprinting, Build & Unit Test	Formal Test Cycles: SIT1, SIT2, UAT	End User Training	Cutover & GO-LIVE

April 2017 — July 2018

Human Capital Management - SuccessFactors

Preparation & Blueprinting, Build & Unit Test	Formal Test Cycles: SIT1, SIT2, UAT	End User Training	Cutover & GO-LIVE

April 2017 — Jan 2019

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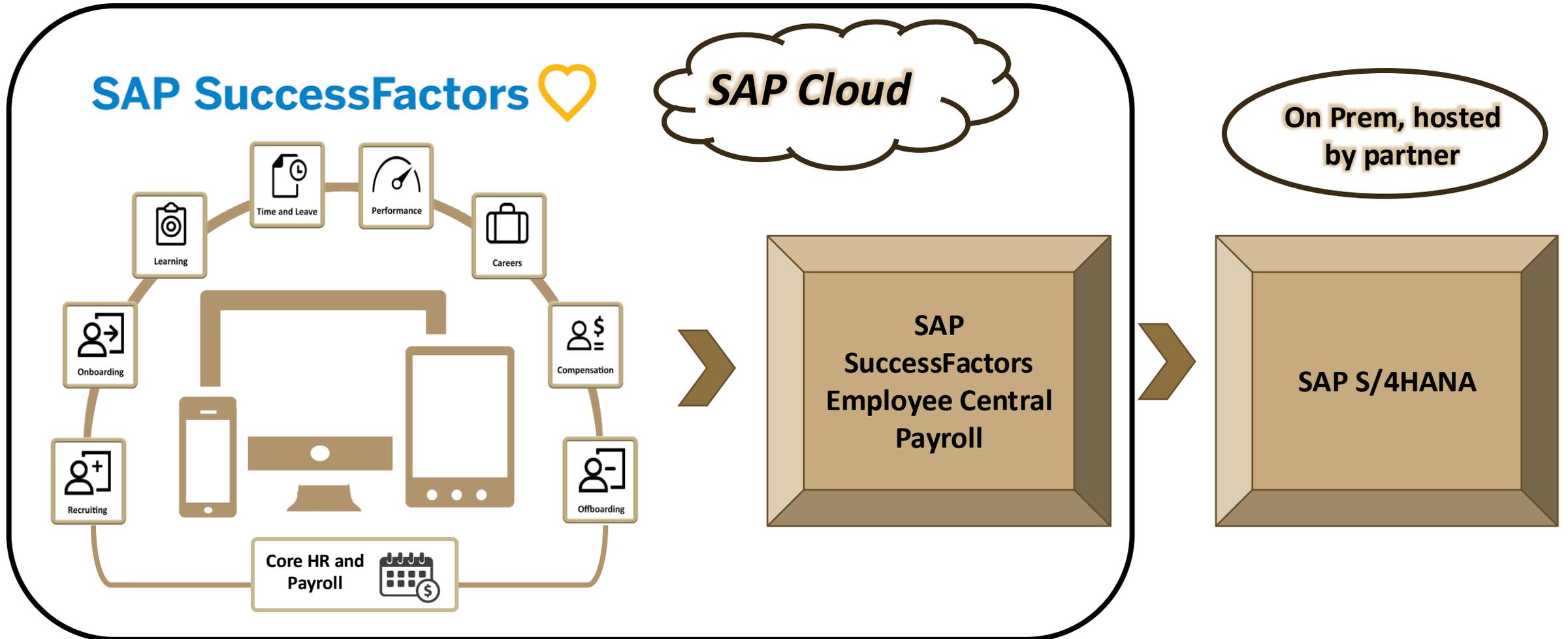
Business Process Re-Engineering Scope

CORE OBJECTIVES

1 **STREAMLINE** business processes

2 **SIMPLIFY** financial reporting and tools

3 **INTEGRATE** from recruiting to retirement

4 **AUTOMATE** payroll and timekeeping

5 **MORE POWERFUL**, yet lower-maintenance infrastructure

Resulting HR & Finance initiatives:

- Reviewed **1,125 processes** requiring HR data/identified process improvements or new functionality in **527 processes**
- **Consistent, simplified governance** of master data (HR & FI)
- **One source of truth** for HR and financial data
- **Institutional transparency** of financial data
- **Employee self-service**/automated workflows
- **Simplify analytics** and reporting

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SAP SuccessFactors

SAP Cloud

On Prem, hosted by partner

Time and Leave

Performance

Learning

Careers

Onboarding

Compensation

Recruiting

Offboarding

Core HR and Payroll

SAP SuccessFactors Employee Central Payroll

SAP S/4HANA

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31

Top 3 "Do's"

- Leverage a cross-functional team representing a variety of organizational perspectives and SMEs in the planning and approval

- Engage the business community early and often
  - Incorporate business process improvements and eliminate business pain when possible
  - Involve business in testing of the system, starting with more experienced testers and adding in inexperienced testers to build system confidence

- Clean up your data prior to conversion
  - Develop a consistent master data structure and stick to it, whether that is HR or FI related
  - Do not convert out of date, unnecessary, or inconsistent data

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Top 3 "Don'ts"

- Limit customization as much as possible

- Don't assume all processes are performing as expected
  - Monitor processes, data replications, review reporting
  - Catch issues early so that a fix can be implemented, limiting downstream impacts

- Don't go it alone, leverage other's knowledge/experience, and ask for help

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